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Appendix 1: Financial Supervisory Commission (Taiwan, ROC)'s Request for Sustainability Disclosure for Certain Industries (Sector: computer and peripheral equipment industry) and SASB (Sector: Hardware)

Aspect	Indicator code	Indicator	Indicator type	Unit	Disclosure chapter and page number
Environmental	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 1	Total energy consumption, percentage of purchased electricity, and utilization rate of renewable energy	Quantitative index	Gigajoule (GJ), percentage (%)	Chapter 4 Greenhouse Gas (GHG) Inventory and Energy Management Page number: 122
Environmental	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 2	Total water intake and consumption	Quantitative index	Cube meters (m³)	Chapter 4 Environmental Management Page number: 130
Environmental	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 3	Percentage of hazardous waste recycled and its weight	Quantitative index	Metric ton (Mt), percentage (%)	Chapter 4 Greenhouse Gas (GHG) Inventory and Energy Management Page number: 133
Environmental	◆ TC-HW-410a.4 ◆ Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 5	Disclosure of product lifecycle management: Percentage of scrapped products and electronic waste recycled and its weight	Quantitative index	Metric ton (Mt), percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number: 100
Environmental	TC-HW-410a.1	Product Lifecycle Management Percentage of products by revenue that contain IEC 62474 declarable substances.	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number: 101
Environmental	TC-HW-410a.2	Product Lifecycle Management Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number: 101

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Aspect	Indicator code	Indicator	Indicator type	Unit	Disclosure chapter and page number
Environmental	TC-HW-410a.3	Product Lifecycle Management Percentage of eligible products, by revenue, meeting ENERGY STAR®	Quantitative index	Percentage (%)	Chapter 4 Eco Design and Sustainability Liability of Product Page number: 101
Social	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 4	Describe the type of occupational disaster, the number of people involved, and rates	Quantitative index	Rate (%), quantity	Chapter 5 Occupational Health and Safety Page number: 200-201
Social	C-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative index	Percentage (%)	Chapter 5 Diversity, Equality and Inclusive Workplace Page number: 182-183 Appendix 8 Employee Structure Page number: 251-256
Governance	◆ TC-HW-440a.1 ◆ Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 6	Description of risk management associated with the use of critical materials	Quantitative index	Not applicable	Chapter 2 Conflict Minerals Procurement Strategy Page number: 60-61
Governance	Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 7	Total amount of pecuniary losses as a result of legal proceedings related to the anti-competitive behavior-related laws	Quantitative index	Reporting currency	Chapter 2 Integrity Management: Compliance with Laws, Anti-corruption, and Anti-competition Page number: 37
Governance	◆ TC-HW-000.A ◆ Financial Supervisory Commission (Taiwan, ROC)'s Request for Specific Industries to Disclose Sustainability Indicator No. 8	Output of main products by product category	Quantitative index	Varies by product type	Chapter 2 Economic Performance and Brand Value Page number: 29

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Aspect	Indicator code	Indicator	Indicator type	Unit	Disclosure chapter and page number
Governance	TC-HW-230a.1	Product Security Description of approach to identifying and addressing data security risks in products	Qualitative index	Not applicable	Chapter 2 Information and Cyber Security Management Page number: 44
Governance	TC-HW-430a.1	Supply Chain Management Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative index	Percentage (%)	Chapter 2 Sustainable Management of the Supply Chain Page number: 55
Governance	TC-HW-430a.2	Supply Chain Management Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative index	Rate	Chapter 2 Sustainable Management of the Supply Chain Page number: 55
Activity indicator	TC-HW-000.B	Area of manufacturing facilities	Quantitative index	Square feet (ft²)	Chapter 2 Economic Performance and Brand Value Page number: 29
Activity indicator	TC-HW-000.C	Percentage of production from owned facilities	Quantitative index	Percentage (%)	Chapter 2 Economic Performance and Brand Value Page number: 29

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Appendix 2: GRI and Assurance Indicators Index

Statement of use	Advantech Co., Ltd. has reported its Sustainability Report with reference to the GRI standards and reported the information quoted in the GRI Content Index for the period from January 1, 2024 to December 31, 2024.
GRI used	GRI Standards 2021 reference option

Organization and practices report			
GRI standards code	Disclosure item	Disclosure chapter	Page number
2-1	Organization details	2.1.1 Company Profile	28
2-2	Entities included in the organization' s sustainability reporting	About Advantech's 2024 Corporate Sustainability Report	3
2-3	Reporting period, frequency and contact point	About Advantech's 2024 Corporate Sustainability Report	3
2-5	External assurance	Appendix: Third Party Verification Statement Appendix: Third Party Assurance Report	257-260
Activities and workers			
GRI standards code	Disclosure item	Disclosure chapter	Page number
2-6	Activities, value chain and other business relationships	2.1.1. Company Profile 2.3.1 Overview of Advantech's Industrial Value Chain	28-30 49
2-7	Employees	5.1.1 Talent Attraction and Retention	146-161
		5.1.2 Employee Development Plan	162-170
		5.2.1 Employee Relations	171-178
		5.2.2 Employee Living Wage	179-180
		5.3 Diversity, Equality and Inclusive Workplace	181-187
		5.4 Human Rights Protection	188-195
		5.5 Occupational Health and Safety	196-203
		Appendix 8: Employee Structure	251-256

Governance			
GRI standards code	Disclosure item	Disclosure chapter	Page number
2-9	Governance structure and composition	2.1.2. Corporate Governance	31
2-10	Nomination and selection of the highest governance body	2.1.2. Corporate Governance	31
2-11	Chair of the highest governance body	2.1.2. Corporate Governance	31
2-14	Role of the highest governance body in sustainability reporting	1.1.1 ESG Governance Structure	8
2-15	Conflicts of interest	2.1.2. Corporate Governance	32
2-17	Collective knowledge of the highest governance body	2.1.2. Corporate Governance	32
2-18	Evaluation of the performance of the highest governance body	2.1.2. Corporate Governance	34
2-19	Remuneration policy	2.1.2. Corporate Governance	34
2-20	Process to determine remuneration	2.1.2. Corporate Governance	34
2-21	Annual total remuneration ratio	2.1.2. Corporate Governance	36
Strategy, policies and practices			
GRI standards code	Disclosure item	Disclosure chapter	Page number
2-22	Statement on sustainable development strategy	1.1 ESG governance structure Message from the Executive Management	7
2-23	Policy commitments	1.1 ESG governance structure 5.4 Human Rights Protection	7 188-195
2-24	Mechanisms for seeking advice and raising concerns	2.4 ESGArchitecture governance	7
2-26		2.1.2. Corporate Governance	37
2-27	Compliance with laws and regulations	2.1.2. Corporate Governance	36
2-28	Membership associations	Appendix 5: List of public associations participated and description of investment in resources	245-250

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Stakeholder engagement			
GRI standards code	Disclosure item	Disclosure chapter	Page number
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	10
2-30	Collective bargaining agreements	5.4 Human Rights Protection	188
GRI 3 Material Topics 2021			
GRI standards code	Disclosure item	Disclosure chapter	Page number
3-1	Process to determine material topics	1.3.1 Materiality Identification	17
3-2	List of material topics	1.3.1 Materiality Identification	23, 24
Materiality: information and cyber security management			
3-3	Management of material topics	2.2 Information and Cyber Security Management	40-41
Materiality: sustainable management of the supply chain			
3-3	Management of material topics	2.3 Sustainable Management of the Supply Chain	47-48
204-1	Proportion of spending on local suppliers	2.3.3 Sustainable Supply Chain Management Process and Achievements	57
308-1	New suppliers that were screened using environmental criteria	2.3.3 Sustainable Supply Chain Management Process and Achievements	54
414-1	New suppliers that were screened using social criteria	2.3.3 Sustainable Supply Chain Management Process and Achievements	54
Materiality: sustainable intelligent solutions			
3-3	Management of material topics	3.1 Sustainable Intelligent Solutions	66
Materiality: customers and partners co-creation			
3-3	Management of material topics	3.4 Customers and Partners Co-creation	79

Materiality: eco design and sustainability liability of product			
3-3	Management of material topics	4.1 Eco Design and Sustainability Liability of Product	92
301-1	Materials used by weight or volume	4.1.2. Product Liability	98
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.1.2. Product Liability	96
Materiality: innovative mechanism			
3-3	Management of material topics	3.2 Innovative Mechanism	71
Materiality management: GHG inventory and energy management			
3-3	Management of material topics	4.3 Greenhouse Gas (GHG) Inventory and Energy Management	116
302-1	Energy consumption within the organization	4.3.1 GHG Inventory and Management	118-122
302-2	Energy consumption outside the organization	4.3.1 GHG Inventory and Management	118-122
305-1	Direct (Scope 1) GHG emissions	4.3.1 GHG Inventory and Management	118-120
305-2	Energy indirect (Scope 2) GHG emissions	4.3.1 GHG Inventory and Management	118-120
305-3	Other indirect (Scope 3) GHG emissions	4.3.1 GHG Inventory and Management	121
305-4	GHG emission intensity	4.3.1 GHG Inventory and Management	120
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.3.1 GHG Inventory and Management	136
Materiality management: circular economy			
3-3	Management of material topics	4.4.2 Energy Resource Use and Waste Management	131
306-2	Managing the impact of significant emissions-related literature	4.4.2 Energy Resource Use and Waste Management	132-135
306-3	waste generation	4.4.2 Energy Resource Use and Waste Management	132-135

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306-5	Waste directed to disposal	4.4.2 Energy Resource Use and Waste Management	133
Materiality management: talent cultivation and development			
3-3	Management of material topics	5.1. Talent Cultivation and Development	141-145
401-1	New employee hires and employee turnover	5.1.1 Talent Attraction and Retention	149-151 159-161
404-1	Average hours of training per year per employee	5.1.2 Employee Development Plan	166-170
405-2	Ratio of basic salary and remuneration of women to men	5.1.1 Talent Attraction and Retention	156-158
Materiality management: occupational health and safety			
3-3	Management of material topics	5.5 Occupational Health and Safety	196-197
403-1	Occupational health and safety management system	5.5 Occupational Health and Safety	197
403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Health and Safety	199
403-3	Occupational health services	5.5 Occupational Health and Safety	196-203
403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Health and Safety	197-198
403-5	Worker training on occupational health and safety	5.5 Occupational Health and Safety	198、201
403-6	Promotion of worker health	5.5 Occupational Health and Safety	198-202 203
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	5.5 Occupational Health and Safety	196-203
403-9	Work-related injuries	5.5 Occupational Health and Safety	200-201
403-10	Work-related ill health	5.5 Occupational Health and Safety	200-201

Voluntary disclosure: social aspect

GRI standards code	Disclosure item	Disclosure chapter	Page number
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Employee Communication and Benefits	171-180
401-3	Parental leave	5.2.1 Employee Relations	174-175
404-3	Percentage of employees receiving regular performance and career development reviews	5.1.1. Talent Attraction and Retention	156-158
405-1	Diversity of governance bodies and employees	2.1.2 Corporate Governance 5.3 Diversity, Equality and Inclusive Workplace Appendix 8: Employee Structure	31 181-187 251-256
406-1	Incidents of discrimination and corrective actions taken	5.4 Human Rights Protection	189 193-195
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.4 Human Rights Protection	188
408-1	Operations and suppliers at significant risk for incidents of child labor	5.4 Human Rights Protection	194
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.4 Human Rights Protection	194
412-2	Employee training on human rights policies or procedures	5.4 Human Rights Protection	188

Voluntary disclosure: environmental aspect

GRI standard code	Disclosure item	Disclosure chapter	Page number
201-2	Financial implications and other risks and opportunities due to climate change	4.2.2 Climate-related Risks and Opportunities and Identification of Financial Impacts	109

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302-4	Reduction of energy consumption	4.3.2 Energy Management Actions	123
303-1	Interactions with water as a shared resource	4.4.2. Energy Resource Use and Waste Management	127
303-3	Water withdrawal	4.4.2. Energy Resource Use and Waste Management	130
303-4	Water discharge	4.4.2. Energy Resource Use and Waste Management	130

Assurance Indicator Index

Assurance target	Disclosure chapter	Page number
Average training hours per employee	5.1.2 Employee Development Plan	166-168
Types of occupational hazards, number of people involved, and percentage	5.5 Occupational Health and Safety	200-201
Total amount of pecuniary losses as a result of legal proceedings related to anti-competitive behavior-related laws	2.1.2. Corporate Governance	37
Percentage of significant suppliers who have signed the "Supplier Code of Conduct Consent"	2.3.1 Supplier Management	47、49
Amount of fines imposed for violation of environmental laws and regulations	4.4.1 Environmental Responsibility	128
Total waste disposed of by external contractors (metric tons)	4.4.2 Energy Resource Use and Waste Management	133

Appendix 3: Basic Information of Affiliates

Country/region	Company name	Main business activities
Taiwan	Advantech Co., Ltd.*	Manufacturing, processing, and trading of embedded boards, industrial control products, application computers, industrial computers, and IoT hardware and software equipment
	Advantech Investment Co., Ltd. (Advantech Investment)	Investment in marketable securities
	Cermate Technologies Co., Ltd. (Cermate Taiwan)	Electronics Components Manufacturing
	Advantech Intelligent Services Co., Ltd. (AiCS)	Design, R&D, and sale of intelligent service solutions
	ADVANIXS Corporation (ADVANIXS)	Manufacturing, marketing, and sale of industrial computers
	Huan Yan Water Solution Co., Ltd.	Service plan for combination of related technologies of water treatment and Applications of Internet of Things
	Yan Xu Green Electricity Co., Ltd.	Renewable energy power plant development
	Expotech Co., Ltd. (Expotech)	Computer system integration service

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Country/region	Company name	Main business activities
China	Beijing Yan Hua Xing Ye Electronic Science & Technology Co., Ltd. (ACN)*	Marketing and sale of industrial computers
	Shanghai Advantech Intelligent Services Co., Ltd. (ACI CN)	Manufacturing, marketing, and sale of industrial computers
	Xi' an Advantech Software Ltd. (AXA)	Development and manufacturing of software products
	Advantech Service-IoT (Shanghai) Co., Ltd. (SIoT (China))	Technology development, consulting, and services in the field of intelligent technology
	Advantech Technology (China) Company Ltd. (AKMC)*	Manufacturing and sale of interface cards and PC cases, plastic cases and accessories
	Shenzhen Cermate Technologies Inc. (Cermate Shenzhen)	Production of LCD touchscreens, USB cables and industrial computers
	Adveco Technology Co., Ltd. (Adveco)	Engaged in technical development, consulting, services, and product design and production within the smart building sector
	Adveco Management Consulting Co., Ltd. (Adveco Management)	Corporate management consulting, information consulting, planning, and services
	Adveco Management Consulting No. 1 (Limited Partnership) (Adveco Management No. 1)	Corporate management consulting, information consulting, planning, and services
	Adveco Management Consulting No. 2 (Limited Partnership) (Adveco Management No. 2)	Corporate management consulting, information consulting, planning, and services
Japan	Advantech Japan Co., Ltd. (AJP)*	Marketing and sale of industrial computers
Korea	Advantech KR Co., Ltd. (AKR)*	Marketing and sale of industrial computers
The Netherlands	Advantech Europe Holding B.V. (AEUH)	Overseas investment in manufacturing and service industries
	Advantech Europe B.V. (AEU)*	Marketing and sale of industrial computers

Country/region	Company name	Main business activities
Germany	Advantech Europe B.V. (German branch)	Provide marketing support services
	AURES Technologies GmbH (Aures DE)	Sale of electronic and computer equipment for retail applications
United States	Advantech Corporation (ANA)*	Assembly, marketing, and sale of industrial computers
	BitFlow, Inc. (ABO)	Core technology for high-speed image capture in the fields of advanced imaging and AI machine vision technology
	Aures Technologies Inc. (Aures US)	Sale of electronic and computer equipment for retail applications
	Retail Technology Group Inc. (Aures RTG)	Maintenance, installation, and technical support for retail services
	A.G.H. US Holding Company Inc. (Aures AGH)	Holding company
Czech Republic	Advantech Czech s.r.o. (ACZ)	Automatic control manufacturing
Ireland	Advantech Technology Limited (AIE)	Industrial network communication
Poland	Advantech Poland Sp z o.o. (APL)	Marketing and sale of industrial computers
	Advantech Europe B.V. (Polish branch)	Provide marketing support services
Spain	Advantech Europe B.V. (Spanish branch)	Provide marketing support services
France	Advantech Europe B.V. (French branch)	Provide marketing support services
	Aures Technologies S.A. (AURES)	Manufacturing and sale of electronic and computer equipment for retail applications
Italy	Advantech Europe B.V. (Italian branch)	Provide marketing support services

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Country/region	Company name	Main business activities
Sweden	Advantech Europe B.V. (Swedish branch)	Provide marketing support services
	Advantech Europe B.V. (UK Branch)	Provide marketing support services
UK	AURES Technologies Ltd. (Aures UK)	Sale of electronic and computer equipment for retail applications
	J2 Systems Technology Limited (Aures J2SYSTEMS)	Holding company
Singapore	Advantech Co., Singapore Pte, Ltd. (ASG)	Marketing and sale of industrial computers
Thailand	Advantech Corporation (Thailand) Co., Ltd. (ATH)	Marketing and sale of industrial computers
Indonesia	PT. Advantech International (AID)	Marketing and sale of industrial computers
Malaysia	Advantech Co., Malaysia Sdn. Bhd (AMY)	Marketing and sale of industrial computers
India	Advantech Industrial Computing India Private Limited (AIN)	Marketing and sale of industrial computers
	Advantech Raiser India Private Limited (ARI)	Marketing and sale of industrial computers
Australia	Advantech Australia Pty Ltd. (AAU)	Marketing and sale of industrial computers
	AURES Technologies Pty Ltd (Aures AU)	Sale of electronic and computer equipment for retail applications
Vietnam	Advantech Vietnam Technology Company Limited (AVN)	Marketing and sale of industrial computers

Country/region	Company name	Main business activities
Hong Kong	Advantech Automation Corp. (HK) Limited [AAC (HK)]	Overseas investment in manufacturing and service industries
	HK Advantech Technology Co., Ltd. (ATC HK)	Overseas investment in manufacturing and service industries
Canada	Cermate Software Inc. (CSI)	Software development
	Advantech Corporation (Canadian branch)	Provide marketing support services
Brazil	Advantech Brasil Ltd (ABR)	Marketing and sale of industrial computers
Mexico	Advantech Electronics, S.A.P.I. de C.V. (AMX)	Marketing and sale of industrial computers
United Arab Emirates	Advantech Technology DMCC (ADB)	Industrial network communication
Turkey	Advantech Turkey Teknoloji A.S. (ATR)	Wholesale of computer and peripheral equipment
Israel	ADVANTECH IOT ISRAEL LTD. (AIL)	Industrial network communication
Malta	Advantech Automation Corporation Limited (AAC MT)	Overseas investment in manufacturing and service industries
British Virgin Islands	Advantech Technology Co., Ltd. (ATC)	Overseas investment in manufacturing and service industries
Samoa	Landmark Co., Ltd. (Landmark)	Investment company
Cayman	Advantech Corporate Investment Ltd. (ACI KY)	Investment company

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ISO certification		Certification scope							Corresponding SDGs
Category	ISO name	HQ	ATMC	AKMC	AJP	AKR	ANA	AEU	
Quality	ISO 9001 Quality management system	V	V	V	V	V	V	V	   
	ISO 13485 Medical equipment quality management system	V	V	V			V	V	 
	ISO 17025 Laboratory quality management system	V	V	V			V		-
Environmental	ISO14001 Environmental management system	V	V	V	V	V	V	V	           
	ISO 14064 GHG inventory standards	V	V	V	V	V			 
	ISO 50001 Energy management system	V	V	V					   
Safety	ISO 45001 Occupational health and safety management system	V	V	V			V	V	      
Information	ISO 27001 Information and cyber security management system		V	V			V	V	-

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Appendix 5: List of Public Associations Participated and Description of Investment in Resources

List of public associations participated and description of investment in resources

Significance and importance of association participation

Advantech actively promotes the implementation of various industrial IIoT solutions such as Edge Intelligent Systems, Manufacturing, Healthcare, City Services & retail, and Energy & Utilities by participating in governmental and private associations and organizations in Taiwan and abroad. In addition, the company also participates in various IoT technology certification organizations around the world to ensure that the most cutting-edge and advanced IoT technology can be introduced and promoted to the public. Under Advantech's vision of "Enabling an Intelligent Planet", we have remained true to our core values, persevering in building a complete industrial ecological chain with partners from various industries and creating various solutions for IoT software and hardware.

Performance overview

We participated in over 40 official and non-governmental industry associations and organizations worldwide. Across various dimensions—such as industry promotion, technological advancement, and green sustainability—we have invested more than three million in actual expenses and mobilized hundreds of colleagues globally to take part.

Project highlight 1

Collaborate with the Taiwan Telematics Industry Association to build a national team for smart transportation and commercial vehicle fleets

As AI and edge computing technologies become more mature, 5G communication performance is significantly enhanced. Coupled with the booming development of autonomous driving technology and electric vehicles (EVs) in recent years, it is now fully possible to achieve intelligent collaboration among "people, vehicles, roads, communications, and service platforms". Amid the growing trends of focus on ESG and energy-saving / carbon reduction trends, commercial vehicles are increasingly moving toward new energy and intelligent technologies. Advantech supports this transformation by providing reliable, safe, highly integrated, and scalable systems that enables fleet scheduling, helping to reduce carbon emissions while enhancing driving safety and operational efficiency.

Advantech, in partnership with the Taiwan Telematics Industry Association, unveiled AtoV intelligent connected vehicle solutions at E-Mobility Taiwan in April 2024, showcasing the values of solutions such as driver behavior management, improving driving safety, predictive vehicle maintenance, increasing advertising revenue, and lowering operating costs, to build a national team for smart transportation and commercial vehicle fleets together. In the future, we hope to engage in further collaboration with major commercial vehicle manufacturers as well as various commercial vehicle system integrators and AI software / hardware partners.



Project highlight 2

Advantech was invited to attend the 2024 China Industrial Equipment Intelligent Operation and Maintenance Technology Conference and delivered a keynote speech

In 2024, Advantech was invited to attend the China Industrial Equipment Intelligent Operation and Maintenance Technology Conference, where Allan Tsay, President of Advantech (China) Industrial IoT, delivered a keynote speech titled "Intelligent Equipment O&M, the High-Efficiency Driver of Digital Transformation". President Tsay conducted an in-depth analysis focusing on smart equipment management, predictive maintenance, and edge computing, showcasing how Advantech leverages IIoT and AI technologies to improve equipment O&M efficiency, reduce equipment downtime, and accelerate the manufacturing industry's digital transformation. President Tsay shared Advantech's application practices in multiple industrial scenarios, such as remote equipment monitoring in smart factories, AI-driven O&M optimization solutions, and how edge computing technology enables local data analysis, reducing cloud dependency and improving O&M response speed.



Advantech played a key role in the compilation of the "Edge Computing Power Blue Paper," actively promoting industry standardization.

In 2024, Advantech participated in the drafting of the "Edge Computing Power Blue Paper," led by the China Academy of Information and Communications Technology and AII (Alliance of Industrial Internet). The blue paper systematically elaborates on the development trend of edge computing power, summarizing six main characteristics such as heterogeneous resources, heterogeneous networks, ubiquitous distribution, low latency, low cost, and high privacy, and focuses on four major technical directions: edge computing power infrastructure, network, intelligence, and security. With years of experience in IIoT, Advantech provided theoretical support and practical references for applications in areas including IIoT, smart communities, and rail transit, and proposed constructive recommendations for refining the standard system, reinforcing infrastructure construction, and promoting edge computing power sharing, further advancing the standardization process of the industry.



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Project highlight 3

Advantech, together with the Taiwan High-Tech Facility Association (HTFA), visited Japan to enhance the brand visibility of the semiconductor supply chain.

In collaboration with HTFA, Advantech visited Japan to tour R&D centers, startup hubs, and technology transfer startups at leading universities. The team also visited Manufacturing World Tokyo, promoting integrated hardware and software solutions to strengthen brand influence and enhance market recognition. The visit aimed to strengthen industry-academia collaboration with Japanese academia and enterprises, establish platforms for technology exchange and business cooperation, and promote the development and application of innovative technologies. It also aimed to enhance international visibility within Japanese industry and academia, expand opportunities for technological collaboration and market development, and reinforce industrial ties between the two countries.

The visit to Manufacturing World Tokyo helps us to keep track of global industrial developments, expand our international horizon, and elevate our competitiveness. Through these exchanges, Japanese academia and industry can more precisely determine the needs and technical capabilities of Taiwan's high-tech industry, further promoting cooperation between the two countries in key technology areas and talent cultivation, thereby laying a robust foundation for the strategic deployment of Taiwan's semiconductor supply chain worldwide.



Project highlight 4

Advantech participated in the CSIA annual conference to strengthen system integration partnerships and promote automation technology development

Advantech North America participated in the annual conference of the Control System Integrators Association (CSIA), focusing on the latest development trends in the automation and control systems field, and emphasizing the key role of system integrators (SI) in enterprise digital transformation and automation applications. Through digital platform interaction, on-site exhibitions, and professional forum exchanges, Advantech showcased the technical advantages of integrated hardware and software solutions to industry partners and shared successful cases, fostering collaboration among upstream and downstream partners in the industry chain. During the conference, Advantech engaged in in-depth dialogues with SI partners, gaining insights into industry pain points and needs, optimizing the suitability of solutions, and strengthening synergy within the ecosystem. Looking ahead, Advantech will continue to improve its exhibition models and immersive interactive experiences, vigorously expanding cross-industry cooperation opportunities to promote the innovative development of automation technology. Through collaboration with global SI partners, Advantech is committed to building a more resilient industrial digital transformation ecosystem, expediting enterprise automation transformation, and realizing a more efficient, safe, and flexible industrial operation model.



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Project highlight 5

RE100 policy initiative and discussion, sponsoring annual report publication and assisting renewable energy research

Advantech officially became an RE100 member in 2023 and actively engaged in RE100 member affairs in Taiwan. Advantech participated in the RE100 General Assembly, annual report launch events, and renewable energy policy discussion workshops. These activities focused on Taiwan's renewable energy market policy initiatives, stakeholder and agenda reviews, and discussions on the challenges and obstacles facing the development of the renewable energy market in Taiwan. Advantech also sponsored the publication of the 2024 RE100 annual report, which focuses on the challenges associated with renewable energy procurement in Taiwan, such as insufficient supply in the renewable electricity market and the low cost competitiveness of renewable electricity. The report also explained innovative procurement models in the RE100 market and analyzed whether these models can meet buyers' three major evaluation criteria for renewable energy procurement (3A principles): Affordable, Accessible, and Additional. Advantech's contribution to the publication of this annual report will assist Taiwanese companies to achieve RE100.

At the General Assembly, Advantech participated in discussions conducted in a form of a "World Café". Topics included strategies for leading the supply chain in collective renewable energy procurement, innovative ways to mobilize supply chain partners, and how companies' overseas locations can enhance local renewable energy procurement while paying attention to local renewable energy policies and information on renewable energy certificates.

Advantech also took full advantage of RE100 educational resources, inviting employees from its overseas locations to join RE100 educational training. This initiative aimed to foster understanding of RE100 requirements, support ongoing improvements, and accelerate the achievement of renewable energy goals.



Top: Eric Chen, President of General Management at Advantech, attending the RE100 General Assembly



Top: Group photo of the 2024 RE100 General Assembly

Project highlight 6

Advantech actively participates in climate change-related initiatives and organizations and strives to meet international carbon reduction targets

Advantech's policy statement on climate change is consistent with the Paris Agreement's goal of keeping global warming below 1.5 degrees Celsius. The Company vigorously participates in climate change-related initiatives and organizations, and also issues statements on Advantech's ESG official website regarding its participation in climate change-related public associations and management mechanisms.

Currently, Advantech proactively participates in the following climate change-related initiatives:

- SBTi: In 2024, Advantech began preparations to meet the target of limiting temperature rise to below 1.5°C and plans to update its target submission in 2025, demonstrating the Company's commitment to carbon reduction.
- RE100: Regularly attends RE100 General Assembly, policy initiative meetings, and sponsor the publication of renewable energy research reports. We will also continue to increase the proportion of renewable energy in our overall energy consumption, expected to achieve the RE100 target by 2040.
- Taiwan Climate Partnership: Fulfill our membership obligations by regularly participating in general assemblies and climate action roundtable meetings.



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Advantech engages in topics of concern to public associations

Topics of concern	Level of support	Advantech's position and significance of participation	Actual investment in 2024 (NTD)
Topic of concern 1 Smart manufacturing and IIoT (AIIoT)	1. Strong support 2. Advantech's technical expertise and development strategy are in tune with global market trends, demonstrating its commitment to continuously developing local and global markets through concrete actions.	As a global IIoT leader, Advantech's participation in these associations demonstrates its emphasis on intelligence, digital transformation, and edge computing technologies. Through the association's platform, Advantech can formulate smart manufacturing, factory automation, and smart city standards with its industry partners to transform Taiwan into a core supply chain of global AIIoT applications. Additionally, Advantech can facilitate technical exchanges, seek cross-industry partnerships, and promote its embedded platform and solutions through these associations.	1,592,438
Topic of concern 2 Innovative application of edge computing and AI	1. Strong support 2. Showcase our technical capabilities and promote the application of AI and edge computing technologies in the global market.	Edge computing and AI technologies have become key drivers of digital promotion, particularly in smart manufacturing, intelligent retail, and healthcare applications. As a leader in global edge computing solutions, Advantech specializes in delivering high-performance edge computing AI platforms. In conjunction with its WISE-IIoT software solution, we can help our customers carry out real-time data processing and decision-making. Through active participation in the association, Advantech can assist in the formulation of AI and edge computing standards, enhance the international competitiveness of Taiwan's industries, and strengthen ties with domestic and global AI and IIoT ecosystem partners to jointly develop vertical domain solutions. Advantech's role in this domain goes beyond being a technology and product supplier—it positions itself as a key enabler of the AIIoT ecosystem and a bridge for cross-industry innovation.	1,144,854
Topic of concern 3 Corporate sustainability and climate change support	1. Strong support 2. The main emphasis is on sponsoring professional research, participating in climate change and biodiversity-related forums, as well as education and training activities, policy initiatives, and discussions.	Advantech proactively sponsors projects led by NPOs focused on biodiversity, climate change, and forest protection. It also regularly participates in climate change and renewable energy policy discussions, training sessions, and workshops organized by entities such as RE100, Taiwan Nature Positive Initiative, Business Council for Sustainable Development of the Republic of China, Taiwan Climate Partnership, and CWS. We also actively follow up on SBTi, TCFD, and TNFD-related commitments and information disclosures. Advantech regularly sponsors biodiversity and forest protection programs, such as engaging in stream and wetland protection at its Neihu headquarters and forest restoration at its Taichung office.	1,256,010

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The amount of participation in public associations over the past four years:

Item	Amount invested in 2024 (NTD)
Lobbying, interest representation or similar	0
Local, regional or national political campaigns /organizations / candidates	0
Trade associations or tax-exempt groups (e.g. think tanks)	3,393,302
Other (e.g. spending related to ballot measures or referendums)	0
Total contributions and other spending	3,993,302
Data coverage (as % of denominator, indicating the organizational scope of the reported data)	94.8%

Note: Calculation logic and method for 2024:
Number of employees covered/total number of global Advantech employees = 8,387(3,600 ACL+539 ANA+1,195 ACN+2,152 AKMC+240 AJP+124AKR+537AEU)/8,849
- Total number global Advantech employees: 8,849
- Number of Advantech Co., Ltd. (ACL) employees: 3,600 / 2,381+1,219 (manufacturing)
- Number of Advantech Corp. (ANA) employees: 539
- Number of Beijing Yan Hua Xing Ye Electronic Science & Technology Co., Ltd. (ACN) employees: 1,195
- Number of Advantech Technology (China) Company Ltd. (AKMC) employees: 2,152
- Number of Advantech Japan Co. LTD. (AJP) employees: 240
- Number of AKR (Advantech KR Co.,Ltd.) employees: 124
- Number of AEU (Advantech Europe B.V.) employees: 537

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1	Taipei Computer Association (Taiwan)	2024 annual membership fee	15,000	-	A	Tier 1 membership	Promotion of computer applications, improvement of economic development, and coordination of industry solidarity
2	Taiwan Automation Intelligence and Robotics Association (Taiwan)	2024 annual membership fee	40,000	-	A	Tier 1 membership / serving as director	Promotion of smart manufacturing and factory smart automation, served as a practical instructor for association courses on numerous occasions
3	Taiwan Electrical and Electronic Manufacturers' Association (Taiwan)	2024 membership fee January-June	21,000	-	A	Tier 1 membership	Promotion of IoT platform and smart manufacturing development
4	Taiwan Electrical and Electronic Manufacturers' Association (Taiwan)	2024 membership fee July-December	21,000	-	A	Tier 1 membership	Promotion of IoT platform and smart manufacturing development
5	Taiwan Electronic Equipment Industry Association (TEEIA), Taiwan	2024 annual membership fee	30,000	-	A	Organization membership	Promotion of the construction of the IoT platform, improvement of Taiwan's electronic equipment cooperation ecosystem
6	Taiwan Printed Circuit Association (Taiwan)	2024 annual membership fee	48,000	-	A	Organization membership	Promotion of Industrial cooperation and marketing
7	Chinese International Economic Cooperation Association (CIECA), Taiwan (Taiwan)	2024 annual membership fee	20,000	-	A	Organization membership	Participation in the organization's international economic cooperation initiatives helps expand substantial relationships between Taiwan' s IIoT applications and other countries.
8	Taiwan Association of Machinery Industry, TAMI (Taiwan)	2024 annual membership fee	52,800	-	A	Organization membership	Assist machine tool and other machinery industries in implementing smart machinery applications and expanding Taiwan's smart machinery cloud ecosystem.
9	Taiwan Telematics Industry Association (Taiwan)	2024 annual membership fee	20,000	-	A	Tier 2 membership / serving as director	Promotion of the development of Taiwan's Internet of Vehicles (IoV) industry and enhancement of the industry's international competitiveness
10	Taiwan Cold Chain Association (Taiwan)	2024 annual membership fee	20,000	-	A	Tier 1 membership	Collaborating with leading experts from industry, government, and academia within the association to form a national cold chain task force—establishing a strong presence in Taiwan while promoting expansion into Southbound markets.
11	Institute for Biotechnology and Medicine Industry (Taiwan)	2024 annual membership fee	20,000	-	A	Organization membership	Through its participation in the organization, Advantech collaborates with medical institutions and industry leaders to advance smart healthcare in Taiwan and jointly promote its development across Southeast Asia.
12	Intelligent Computer & AIoT Association, ICAA (Taiwan)	2024 annual membership fee	50,000	-	A	Tier 1 membership	This association was jointly founded by peers in Taiwan's industrial PC industry, with the aim of collectively promoting AIoT related policies and establishing a consensus and direction for industry promotion.

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13	Intelligent Transportation Society of Taiwan (Taiwan)	2024 annual membership fee	10,000	-	A	Organization membership	
14	SEMI Semiconductor Equipment and Materials International Taiwan Branch (U.S) (Taiwan)	2024 membership renewal fee	97,960	USD 3,100.00	A	Organization membership	Promotion of the application of IoT solutions in semiconductor-related industries.
15	PCI Special Interest Group	2024 Annual Membership Fee	151,300	USD 5,000.00	B		
16	AIA (Association for Advancing Automation) (US)	2024 Annual Membership Fee	57,258	USD 1,800.00	B	Enterprise membership	Advancement of industrial automation technology
17	OPC Foundation (US)	2024 Annual Membership Fee	715,725	USD 22,500.00	B	Enterprise membership	Define the future technical standards of the IIoT
18	ODVA (Open Device Net Vendors Association) (US)	2024 Annual Membership Fee	248,118	USD 7,800.00	B	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
19	CSIA (Control System Integrators Association)(US)	2024 Annual Membership Fee	72,368	USD 2,275.00	B	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
		sponsor of the conference exhibition	63,620	USD 2,000.00	B	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
20	AHTD (Association for High Technology Distribution) (US)	2024 Annual Membership Fee	106,564	USD 3,350.00	B	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
		sponsor of the conference exhibition	31,810	USD 1,000.00	B	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
21	APTA (American Public Transportation Association) (US)	2024 Annual Membership Fee	43,739	USD 1,375.00	A	Enterprise membership	Promotion of relevant technologies and standards for industrial automation
22	Edgecross Consortium (Japan)	2024 Annual Membership Fee	12,650	JPY 55,000.00	A	Enterprise membership	Realize factory automation (FA) and information technology (IT) connection and integration to quickly initiate Industry 4.0
23	CC-Link Partner Association (Japan)	2024 Annual Membership Fee	21,680	JPY 100,000.00	A	Enterprise membership	Promote industrial automation-related industries
24	Anritsu Fuji Meeting annual membership fee (Japan)	2024 Annual Membership Fee	9,539	JPY 44,000.00	A	Enterprise membership	Promote industrial automation-related industries

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25	Semiconductor Equipment Association of Japan (Japan)	2024 Annual Membership Fee	82,384	JPY 380,000.00	A	Enterprise membership	Promotion of Japanese semiconductor technology
26	Tokyo GAS Joywatcher Partner annual membership fee (Japan)	2024 Annual Membership Fee	21,680	JPY 100,000.00			
27	Foundation for the Promotion of Engineering Research 2024 flexible medical IT research annual fee (Japan)	2024 Annual Membership Fee	10,840	JPY 50,000.00			
28	Chengdu IoT Industry Development Alliance (China)	2024 membership fee	13,323	CNY 3,000.00	B	General membership	Promote IIoT-related technologies and trends
29	Machine Vision Industry Union (China)	2024 membership fee	15,544	CNY 3,500.00	A	General membership	Promote machine vision-related technologies and trends
30	Shanghai Internet of Things Industry Association (China)	2024 membership fee	88,820	CNY 20,000.00	A	Enterprise membership	Promote energy storage-related technologies and trends
31	China Printed Circuit Association (China)	2024 membership fee	13,323	CNY 3,000.00	A	General membership	
32	Chinese Association of Automation (China)	2024 membership fee	44,410	CNY 10,000.00	A	Vice Chairman	
33	China Motion Control Industry Alliance (China)	2024 membership fee	12,435	CNY 2,800.00			
34	Taiwan Smart City Solutions Alliance (Taiwan)	Participate in the association's forums or relevant exhibitions	-	-	A	Founding member	Promote Taiwan's Real Site Demo, promote smart city exhibitions, and showcase Taiwanese manufacturers' critical role in smart city development

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35	Asia-Silicon Valley Development Agency (Taiwan)	Participate in the association's forums or relevant exhibitions	-	-	A	General membership	Establish new IoT innovations industries by promoting the application of IoT technologies
36	e-F@ctory Alliance (Japan)	Participate in the association's forums or relevant exhibitions	-	-	B	General membership	Promote factory automation and Industry 4.0 applications
37	Embedded Linux & Android Alliance, ELAA (global)	Participate in the association's forums or relevant exhibitions	-	-	B	Founding member	Promote open and standardized Linux and Android software and hardware architectures, and form a complete software and hardware industry ecosystem
38	LoRa Alliance (global)	Participate in the association's forums or relevant exhibitions	-	USD 7,500.00	B	General membership	Formulating strategies for the development and deployment of LPWAN applications in the IoT ecosystem
39	Taiwan High-Tech Facility Association (Taiwan)	2024 annual membership fee	10,000	-	A	Founding member	Promote the WISE-IoT platform and ESG related solutions to customers such as Taiwan High-Tech Facility Association
40	Business Council for Sustainable Development of the Republic of China (Taiwan)	2024 annual membership fee	60,000	-	C	Geneal membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
41	Taiwan Climate Partnership (Taiwan)	2024 annual membership fee	50,000	-	C	General membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
42	Taiwan Nature Positive Initiative (Taiwan)	Participate in the association's forums or relevant education and training activities	350,000	-	C	General membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
43	CWS (Taiwan)	Participate in the association's forums or relevant education and training activities	120,000	-	C	General membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.

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44	RE100 (global)	Participate in the association's forums or relevant education and training activities	242,175	USD 6,500.00	C	General membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
45		Sponsor renewable energy market research in Taiwan	100,000	-	C	General membership	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
46	RE10 X10 (Taiwan)	Sponsor renewable energy market research in Taiwan	-	-	C		Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
47	The Society of Wilderness (Taiwan)	Sponsor restoration efforts in Xizhi and Neihu	103,900		C	Sponsor	Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
48	SBTi (Taiwan)	Participate in forums or education and training activities	-	-	C		Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
49	TNFD (Taiwan)	Participate in forums or education and training activities	-	-	C		Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
50	TCFD (Taiwan)	Participate in forums or education and training activities	-	-	C		Gaining new insights into corporate sustainability to enhance overall corporate sustainability performance.
51	Taiwan Forestry Restoration Association (Taiwan)	Sponsor forest restoration efforts in Taiwan's shallow mountain regions	103,900	-	C	Sponsor	
52	PICMG (PCI Industrial Computer Manufacture)	2024 membership fee	120,038	USD 3,750.00	A	Enterprise membership	
53	Information Service Industry Association of R.O.C.	2024 annual membership fee	15,000		B	General membership	
54	Taiwan Energy Service Association, TESA	2024 annual membership fee	18,000		A	General membership	

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No	Association or Special Interest Group (SIG)	Investment Type	Investment (NTD)	Investment (Local Currency)	Association Type (A=Industry, B=Technology C=Sustainable)	Membership Type	Strategic Meaning for Joining the Associations or SIG
55	Taiwan Silk & Filament Weaving Industrial Association	2024 annual membership fee	15,000		A	General membership	
56	Taiwan Chemical Industry Association	2024 annual membership fee	100,000		A	General membership	
57	ProfiBus & ProfiNet International	2024 annual membership fee	50,000		A	General membership	
58	Food Industry Intelligent Automation Association Taiwan	2024 annual membership fee	15000		A	General membership	
59	(ISC)International Society of Automation	2024 membership fee	37,574	USD 1,155.00	A	General membership	
60	Open Source Robotics Foundation, In	2024 membership fee	53,792	USD 1,665.00	A	General membership	
61	CDP Worldwide	2024 membership fee	126,035	USD 3,875.00	C	General membership	CDP carbon disclosure reports are submitted in response to key accounts (KA), customer requirements, and various evaluations, and require the payment of an annual fee.
Total Investment			NTD 3,993,302.50				

2024/03/07 cash exchange rate: NTD:USD=1:31.81 、NTD:JPY=1:0.2168 、NTD:CNY=1:4.441

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Appendix 6 Staff Structure

Number of Advantech employees in 2024

Region	Taiwan	China		JapanAJP	Korea	Europe	USA	Other Regions	Global Total
		ACN	AKMC(Kunshan)						
Number of employees	3,600	1,195	2,152	240	124	537	539	462	8,849
Remarks			manufacturing center						

* Notes:

1. Employee numbers do not include affiliated companies.

2. This report only discloses information for the six major regions. The "Global Total" in this table represents Advantech's global employee total, including the six major regions and other regions.

Region	Item		Number and proportion of males(%)		Number and proportion of women(%)		Number and proportion of people whose gender is not disclosed(%)		Total number of people
Headquarters	Employees	Total Company Employees	1,972	54.78%	1,592	44.22%	36	1.00%	3,600
	Job Grade	Senior Executives (F and above)	73	87.95%	10	12.05%	0	0.00%	83
		Mid-level Managers (E1, E2)	342	77.90%	97	22.10%	0	0.00%	439
		General Staff (D3 and below)	1,557	50.58%	1,485	48.25%	36	1.17%	3,078
	Employee Age	Under 30	209	44.95%	256	55.05%	0	0.00%	465
		31–49 years old	1,366	56.03%	1,072	43.97%	0	0.00%	2,438
		50 years old and above	397	60.06%	264	39.94%	0	0.00%	661
		Not Disclosed	0	0.00%	0	0.00%	36	100.00%	36
	Employment Type	Full-Time	1,934	54.77%	1,562	44.24%	35	0.99%	3,531
		Full-Time Contract	12	46.15%	13	50.00%	1	3.85%	26
		Intern/Part-Time	26	60.47%	17	39.53%	0	0.00%	43
	Job Function Classification	R&D	1,228	77.48%	357	22.52%	0	0.00%	1,585
		Sales and Marketing	111	37.37%	186	62.63%	0	0.00%	297
		Administration	182	36.47%	317	63.53%	0	0.00%	499
		Manufacturing (Direct + Indirect)	451	37.00%	732	60.05%	36	2.95%	1,219

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Region	Item		Number and proportion of males(%)		Number and proportion of women(%)		Number and proportion of people whose gender is not disclosed(%)		Total number of people
Advantech China	Employees	Total Company Employees	1,868	55.81%	1,475	44.07%	4	0.12%	3,347
	Job Grade	Senior Executives (F and above)	22	73.33%	8	26.67%	0	0.00%	30
		Mid-level Managers (E1, E2)	73	62.93%	43	37.07%	0	0.00%	116
		General Staff (D3 and below)	1,773	55.39%	1,424	44.49%	4	0.12%	3,201
	Employee Age	Under 30	311	61.22%	197	38.78%	0	0.00%	508
		31–49 years old	1,419	53.15%	1,251	46.85%	0	0.00%	2,670
		50 years old and above	138	83.64%	27	16.36%	0	0.00%	165
		Not Disclosed	0	0.00%	0	0.00%	4	100.00%	4
	Employment Type	Full-Time	1,859	55.78%	1,470	44.10%	4	0.12%	3,333
		Full-Time Contract	8	61.54%	5	38.46%	0	0.00%	13
		Intern/Part-Time	1	100.00%	0	0.00%	0	0.00%	1
	Job Function Classification	R&D	436	63.84%	247	36.16%	0	0.00%	683
		Sales and Marketing	288	58.42%	205	41.58%	0	0.00%	493
		Administration	136	39.53%	207	60.17%	1	0.29%	344
		Manufacturing (Direct Employees)	1,008	55.17%	816	44.66%	3	0.16%	1,827
Advantech Japan	Employees	Total Company Employees	158	65.83%	74	30.83%	8	3.33%	240
	Job Grade	Senior Executives (F and above)	8	80.00%	2	20.00%	0	0.00%	10
		Mid-level Managers (E1, E2)	20	90.91%	1	4.55%	1	4.55%	22
		General Staff (D3 and below)	130	62.50%	71	34.13%	7	3.37%	208
	Employee Age	Under 30	11	78.57%	3	21.43%	0	0.00%	14
		31–49 years old	54	56.84%	41	43.16%	0	0.00%	95
		50 years old and above	93	75.61%	30	24.39%	0	0.00%	123
		Not Disclosed	0	0.00%	0	0.00%	8	100.00%	8
	Employment Type	Full-Time	149	66.22%	68	30.22%	8	3.56%	225
		Full-Time Contract	8	57.14%	6	42.86%	0	0.00%	14
		Intern/Part-Time	1	100.00%	0	0.00%	0	0.00%	1

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Advantech Japan	Job Function Classification	R&D	31	88.57%	3	8.57%	1	2.86%	35
		Sales and Marketing	65	70.65%	22	23.91%	5	5.43%	92
		Administration	14	38.89%	21	58.33%	1	2.78%	36
		Manufacturing (Direct Employees)	48	62.34%	28	36.36%	1	1.30%	77
Advantech South Korea	Employees	Total Company Employees	82	66.13%	42	33.87%	0	0.00%	124
	Job Grade	Senior Executives (F and above)	10	90.91%	1	9.09%	0	0.00%	11
		Mid-level Managers (E1, E2)	9	90.00%	1	10.00%	0	0.00%	10
		General Staff (D3 and below)	63	61.17%	40	38.83%	0	0.00%	103
	Employee Age	Under 30	21	53.85%	18	46.15%	0	0.00%	39
		31–49 years old	44	66.67%	22	33.33%	0	0.00%	66
		50 years old and above	17	89.47%	2	10.53%	0	0.00%	19
		Not Disclosed	0	0.00%	0	0.00%	0	0.00%	0
	Employment Type	Full-Time	11	73.33%	4	26.67%	0	0.00%	15
		Full-Time Contract	71	65.14%	38	34.86%	0	0.00%	109
		Intern/Part-Time	0	0.00%	0	0.00%	0	0.00%	0
	Job Function Classification	R&D	19	79.17%	5	20.83%	0	0.00%	24
		Sales and Marketing	32	53.33%	28	46.67%	0	0.00%	60
		Administration	9	52.94%	8	47.06%	0	0.00%	17
		Manufacturing (Direct Employees)	22	95.65%	1	4.35%	0	0.00%	23
Advantech Europe	Employees	Total Company Employees	344	64.06%	176	32.77%	17	3.17%	537
	Job Grade	Senior Executives (F and above)	20	80.00%	5	20.00%	0	0.00%	25
		Mid-level Managers (E1, E2)	41	70.69%	12	20.69%	5	8.62%	58
		General Staff (D3 and below)	283	62.33%	159	35.02%	12	2.64%	454

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Advantech Europe	Employee Age	Under 30	40	58.82%	28	41.18%	0	0.00%	68
		31–49 years old	183	62.24%	110	37.41%	1	0.34%	294
		50 years old and above	121	76.10%	38	23.90%	0	0.00%	159
		Not Disclosed	0	0.00%	0	0.00%	16	100.00%	16
	Employment Type	Full-Time	332	64.34%	169	32.75%	15	2.91%	516
		Full-Time Contract	1	33.33%	2	66.67%	0	0.00%	3
		Intern/Part-Time	11	61.11%	5	27.78%	2	11.11%	18
	Job Function Classification	R&D	83	90.22%	8	8.70%	1	1.09%	92
		Sales and Marketing	155	62.25%	86	34.54%	8	3.21%	249
		Administration	42	36.84%	65	57.02%	7	6.14%	114
		Manufacturing (Direct Employees)	64	78.05%	17	20.73%	1	1.22%	82
Advantech USA	Employees	Total Company Employees	341	63.27%	182	33.77%	16	2.97%	539
	Job Grade	Senior Executives (F and above)	23	74.19%	7	22.58%	1	3.23%	31
		Mid-level Managers (E1, E2)	107	81.06%	22	16.67%	3	2.27%	132
		General Staff (D3 and below)	211	56.12%	153	40.69%	12	3.19%	376
	Employee Age	Under 30	24	50.00%	20	41.67%	4	8.33%	48
		31–49 years old	164	60.52%	102	37.64%	5	1.85%	271
		50 years old and above	153	69.55%	60	27.27%	7	3.18%	220
		Not Disclosed	0	0.00%	0	0.00%	0	0.00%	0
	Employment Type	Full-Time	338	63.41%	182	34.15%	13	2.44%	533
		Full-Time Contract	2	40.00%	0	0.00%	3	60.00%	5
		Intern/Part-Time	1	100.00%	0	0.00%	0	0.00%	1
	Job Function Classification	R&D	112	78.32%	28	19.58%	3	2.10%	143
		Sales and Marketing	121	59.61%	74	36.45%	8	3.94%	203
		Administration	39	39.00%	59	59.00%	2	2.00%	100
		Manufacturing (Direct Employees)	69	74.19%	21	22.58%	3	3.23%	93

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Region	Item		Number and proportion of males(%)		Number and proportion of women(%)		Number and proportion of people whose gender is not disclosed(%)		Total number of people
Other Areas	Employees	Total Company Employees	305	66.02%	131	28.35%	26	5.63%	462
	Job Grade	Senior Executives (F and above)	9	90.00%	1	10.00%	0	0.00%	10
		Mid-level Managers (E1, E2)	38	73.08%	12	23.08%	2	3.85%	52
		General Staff (D3 and below)	258	64.50%	118	29.50%	24	6.00%	400
	Employee Age	Under 30	92	74.19%	32	25.81%	0	0.00%	124
		31–49 years old	171	67.32%	82	32.28%	1	0.39%	254
		50 years old and above	42	71.19%	17	28.81%	0	0.00%	59
		Not Disclosed	0	0.00%	0	0.00%	25	100.00%	25
	Employment Type	Full-Time	291	66.74%	120	27.52%	25	5.73%	436
		Full-Time Contract	1	16.67%	5	83.33%	0	0.00%	6
		Intern/Part-Time	13	65.00%	6	30.00%	1	5.00%	20
	Job Function Classification	R&D	115	88.46%	6	4.62%	9	6.92%	130
		Sales and Marketing	111	63.07%	56	31.82%	9	5.11%	176
		Administration	41	36.61%	65	58.04%	6	5.36%	112
		Manufacturing (Direct Employees)	38	86.36%	4	9.09%	2	4.55%	44

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Total	Employees	Total Company Employees	5,070	57.29%	3,672	41.50%	107	1.21%	8,849
	Job Grade	Senior Executives (F and above)	165	82.50%	34	17.00%	1	0.50%	200
		Mid-level Managers (E1, E2)	630	76.00%	188	22.68%	11	1.33%	829
		General Staff (D3 and below)	4,275	54.67%	3,450	44.12%	95	1.21%	7,820
	Employee Age	Under 30	708	55.92%	554	43.76%	4	0.32%	1,266
		31–49 years old	3,401	55.86%	2,680	44.02%	7	0.11%	6,088
		50 years old and above	961	68.35%	438	31.15%	7	0.50%	1,406
		Not Disclosed	0	0.00%	0	0.00%	89	100.00%	89
	Employment Type	Full-Time	4,914	57.21%	3,575	41.62%	100	1.16%	8,589
		Full-Time Contract	103	58.52%	69	39.20%	4	2.27%	176
		Intern/Part-Time	53	63.10%	28	33.33%	3	3.57%	84
	Job Function Classification	R&D	2,024	75.19%	654	24.29%	14	0.52%	2,692
		Sales and Marketing	883	56.24%	657	41.85%	30	1.91%	1,570
		Administration	463	37.89%	742	60.72%	17	1.39%	1,222
		Manufacturing (Direct Employees)	1,700	50.52%	1,619	48.11%	46	1.37%	3,365

- ※ Note:
- 1. The denominator for the proportions in the above table is the total number of employees in the region.
 - 2. Headcount statistics are as of December 31, 2024, and there has been no significant fluctuation compared to the 2023 headcount.
 - 3. Full-time employees are permanent and full-time employees, contract employees are fixed-term and full-time employees, and interns are fixed-term and part-time employees.
 - 4. Advantech conducted a Global Job Band alignment in 2022. Job grades are categorized globally from A to H, with managerial-level employees designated as Grade E, and senior managers (including associate managers and above) designated as Grade F and above.
 - 5. Some employees have chosen not to disclose their gender, so a gender-undisclosed field has been added in addition to the male and female categories.
 - 6. Some employees choose not to disclose their age, so a field for not disclosing age has been added.

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ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ADVANTECH CO., LTD.'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Advantech CO., LTD. (hereinafter referred to as Advantech) to conduct an independent assurance of the Sustainability Report for 2024. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 2 high level during 18 March 2025 to 6 May 2025. The boundary of this report includes Advantech Taiwan and oversea operational and production or service sites as disclosed in Advantech Co., Ltd.'s Sustainability Report of 2024. The boundary is not the same as Advantech Co., Ltd.'s consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Advantech's Stakeholders.

RESPONSIBILITIES

The sustainability information in the Advantech's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and management of Advantech. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP,2018).

Assurance has been conducted at a type 2 high level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (With Reference to)
3	SASB, HARDWARE, Sustainability Accounting Standard (Version 2023-12.)
4	Taiwan Stock Exchange Corporation (the "TWSE") Sustainability Indicators for Hardware Industries

- The evaluation of the reliability and quality of specified sustainability performance information in Advantech's Sustainability Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a high level of scrutiny for Advantech and moderate level of scrutiny for its subsidiaries or joint ventures.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standard.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

The specified performance information includes the data for 2024, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material in Advantech Co., Ltd.'s Sustainability Report.

The specified performance information includes the data for 2024, claimed in the content index of the SASB Hardware Standard, version 2023-12, in Advantech Co., Ltd.'s Sustainability Report.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability Development Committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts. Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Advantech, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

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FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Advantech Co., Ltd. has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, Advantech Co., Ltd. may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

Advantech Co., Ltd. has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

Advantech Co., Ltd. has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the verification work performed, we checked records, project documents, project presentation, minutes of meetings, ISO certification. We have confidence that the specified performance information included in the scope of assurance is reliable at a high level of scrutiny for Advantech Co., Ltd. and at a moderate level of scrutiny for its subsidiaries.

ADHERENCE TO GRI

The report, Advantech's Sustainability Report of 2024, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Advantech's contributions to sustainability development.

For future reporting, it is recommended Advantech to improve its processes of assessing impacts on the economy, environment, and people as well as the management of significant impacts.

ADHERENCE TO SASB

Advantech has referenced with SASB's Standard, Hardware, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed SASB information correspond to the financial data reported in Advantech's audited Sustainability Report of 2024. Process to identify, assess, and manage SASB-topic-related risks and opportunities were integrated into Advantech's overall management process. It is recommended that Advantech Co., Ltd. can indicate what is the information is replaced if the company is unable to disclose the percentage of gender and race for executive management, non-executive management, technical employees and all other employees.

Signed:
For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
25 May, 2025
WWW.SGS.COM



AA1000
Licensed Report
000-8/V3-HX004

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Independent Limited Assurance Report

PWCM24000816

To Advantech Co., Ltd.

We have been engaged by Advantech Co., Ltd. ("Company") to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2024 Sustainability Report (hereinafter referred to as the "Identified Key Performance Indicators") and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the "Summary of Subject Matter Assured" of the Sustainability Report. The scope of the Identified Key Performance Indicators is set out in the "Report boundaries and scope" of the Sustainability Report.

The respective applicable criteria referred to above are the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability and FAQ issued by TWSE Listed Companies, related laws and regulations, the latest edition of the GRI Sustainability Reporting Standards (GRI Standards) published by the Global Reporting Initiative (GRI) and the other criteria referred to or designed by the Company based on the Company's industry characteristics and sustainability performance information reported (hereinafter referred to as the "Applicable Criteria").

Management's Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the Applicable Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitation

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial information. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

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Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, "Quality Management for Public Accounting Firms" of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods (if any), and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, and the relevant internal controls relating to the preparation of the aforementioned information, to identify the areas where there may be risks of material misstatement; and

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- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries, observation, and inspection to obtain evidence for limited assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company's Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the Applicable Criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the Applicable Criteria have been subsequently modified.

Chao, Yung-Chieh

CHAO, YUNG-CHIEH
For and on behalf of PricewaterhouseCoopers, Taiwan
August 28, 2025

Advantech Co.,Ltd.
Summary of Subject Matters Assured

No	Subject Matter Assured	Information	Page	Applicable Criteria
1	Average training hours for employees	In 2024, the average training time per person was 102.5 hours. (Note 1)	166-168	The statistical data of average training hours in 2024 according to Advantech's regulation of education and training divided by the total number of employees at the end of 2024.
2	Types, number of people and ratio of occupational accidents	Includes statistics of occupational injury of Advantech's employees, categories of occupational injury of Advantech's employees and statistics of occupational injury of non-Advantech's employees.	200-201	Please refer to the content of the sustainability report.
3	Aggregate amount of pecuniary damages resulting from legal proceedings relating to anticompetitive conduct regulations	The overall number of incidents for "Incidents of anti-competitive behavior, antitrust and monopoly behavior, and market manipulation" in 2024 is 0. Therefore, no monetary loss due to litigation.	37	Total pecuniary damages in 2024 resulting from legal proceedings relating to anticompetitive conduct regulations.
4	Ratio of significant suppliers that have signed the "Agreement for Advantech Supplier Code of Conduct"	100% of significant suppliers have signed the "Agreement for Advantech Supplier Code of Conduct"	49	The ratio of significant suppliers at ACL and AKMC that have signed the "Agreement for Advantech Supplier Code of Conduct"
5	The amount of fines imposed for violating environmental laws and regulations	In 2024, there was no fine imposed for violating environmental laws and regulations.	128	The amount of fines imposed for violating environmental laws and regulations related to environmental protection.
6	Disposal volume of total wastes outsourced (metric tons)	The total waste disposal volume in 2024 was 1,074.92 metric tons.(Note 2)	133	Please refer to the content of the sustainability report.

*Note 1: Round training hours for employees to one decimal place.
*Note 2: Round total wastes outsourced to two decimal place.



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